

Comparisons of Job Characteristics

Focus Occupation: Training and Development Managers (11-3042)

Associated Occupation: Compensation and Benefits Managers (11-3041)

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

| | |
|----|--|
| << | Focus occupation element is much lower |
| < | Focus occupation element is lower |
| 0 | Focus occupation element is at a similar level |
| > | Focus occupation element is at a higher level |
| >> | Focus occupation element is at a much higher level |

Knowledge

Similarity of Focus Occupation to Associated Occupation: 74

Focus Occupation: Training and Development Managers (11-3042)

Associated Occupation: Compensation and Benefits Managers (11-3041)

| Associated Occupation's Key Knowledge Elements | Average Rating, All Occupations | Associated Occupation's Rating | Focus Occupation's Rating | | Evaluation of Focus Occupation |
|--|---------------------------------|--------------------------------|---------------------------|----|---|
| Personnel and Human Resources | 5.6 | 20.8 | 16.6 | << | Extensive education and/or training may be required |
| Administration and Management | 8.4 | 15.2 | 16.0 | 0 | Current knowledge level may be sufficient |
| Mathematics | 9.2 | 14.8 | 9.0 | << | Extensive education and/or training may be required |
| Law and Government | 5.9 | 10.2 | 7.8 | << | Extensive education and/or training may be required |
| Economics and Accounting | 4.4 | 9.4 | 7.2 | < | Expanded education and/or training may be required |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 82

Focus Occupation: Training and Development Managers (11-3042)

Associated Occupation: Compensation and Benefits Managers (11-3041)

| Associated Occupation's Key Skills Elements | Average Rating, All Occupations | Associated Occupation's Rating | Focus Occupation's Rating | | Evaluation of Focus Occupation |
|---|---------------------------------|--------------------------------|---------------------------|----|--|
| Time Management | 8.9 | 11.5 | 12.6 | 0 | Current skill level may be sufficient |
| Management of Personnel Resources | 6.9 | 10.6 | 13.6 | >> | Skill level is likely more than sufficient |
| Systems Analysis | 6.5 | 10.5 | 11.2 | 0 | Current skill level may be sufficient |
| Systems Evaluation | 6.4 | 10.3 | 11.3 | 0 | Current skill level may be sufficient |
| Management of Financial Resources | 3.3 | 10.1 | 12.8 | > | Skill level is likely sufficient |
| Operations Analysis | 5.0 | 8.6 | 7.2 | < | A higher skill level may be required |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

| Abilities | | Similarity of Focus Occupation to Associated Occupation: 93 | | | |
|--|---------------------------------|---|---------------------------|--------------------------------|--|
| Focus Occupation: Training and Development Managers (11-3042) Associated Occupation: Compensation and Benefits Managers (11-3041) | | | | | |
| Associated Occupation's Key Abilities Elements | Average Rating, All Occupations | Associated Occupation's Rating | Focus Occupation's Rating | Evaluation of Focus Occupation | |
| Oral Comprehension | 12.5 | 14.2 | 14.5 | 0 | Current ability level may be sufficient |
| Written Comprehension | 11.0 | 13.9 | 14.2 | 0 | Current ability level may be sufficient |
| Oral Expression | 12.4 | 13.6 | 17.2 | >> | Current ability level is likely more than sufficient |
| Written Expression | 9.8 | 13.6 | 14.8 | 0 | Current ability level may be sufficient |
| Speech Clarity | 10.2 | 11.2 | 17.0 | >> | Current ability level is likely more than sufficient |
| Number Facility | 6.3 | 10.1 | 7.3 | << | Extensive improvement in abilities may be required |
| Mathematical Reasoning | 6.3 | 9.6 | 8.3 | < | Some improvement in abilities may be required |

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

| Activities that Both Occupations Have in Common | | Similarity of Focus Occupation to Associated Occupation: 74 |
|--|-------------------------|---|
| Focus Occupation: Training and Development Managers (11-3042) Associated Occupation: Compensation and Benefits Managers (11-3041) | | |
| Work Activities | Exclusivity of Activity | |
| Assign work to staff or employees | 30 | |
| Conduct or attend staff meetings | 47 | |
| Develop budgets | 56 | |
| Develop policies, procedures, methods, or standards | 21 | |
| Direct and coordinate human resource programs | 92 | |
| Orient new employees | 59 | |
| Oversee execution of organizational or program policies | 49 | |
| Use government regulations | 44 | |
| Write employee orientation or training materials | 80 | |

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 86

Focus Occupation: Training and Development Managers (11-3042)
Associated Occupation: Compensation and Benefits Managers (11-3041)

| Tools and Technologies | Exclusivity |
|--|-------------|
| Business function specific software | 1 |
| Computers | 1 |
| Content authoring and editing software | 1 |
| Content management software | 6 |
| Finance accounting and enterprise resource planning ERP software | 2 |
| Information exchange software | 1 |
| Media storage devices | 21 |
| Network applications software | 1 |
| Projectors and supplies | 13 |

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.